

Salaries

TABLE 1 Unweighted Average (Mean) Minimum and Maximum Teacher Grid Salaries By Board Type, Category/Group and Number of Years to Maximum

● Category D				● Category C				● Category B			
Yrs. to Max.	Elem. Min.	Max.	R.C.S.S. Min. Max.	Elem. Min.	Max.	R.C.S.S. Min. Max.	Elem. Min.	Max.	R.C.S.S. Min. Max.	Elem. Min.	Max.
4											
5	14,385	19,557	14,397 19,729								
6	14,913	20,348	14,469 20,318								
7	15,040	20,808	14,715 21,150	15,191	22,635	15,446 23,995					
8	16,457	23,131	15,823 23,908	15,988	24,165	15,551 23,800	15,265	25,634			
9	15,500	21,625	(4)	16,401	24,217	15,766 24,104	17,568	27,224	16,905	26,529	
10			14,219 22,514			15,792 24,643	17,541	27,842	17,043	27,359	
11			(2)	16,196	25,842	(1)	16,908	27,553	17,204	28,064	
12			(1)				17,355	28,456	17,360	28,336	
Average	15,002	20,581	14,693 20,849	16,143	24,151	15,724 24,777	17,264	27,552	17,032	27,400	

● Category A1/Group 1				● Category A2/Group 2			
Yrs. to Max.	Elem. Min.	Max.	R.C.S.S. Min. Max.	Elem. Min.	Max.	R.C.S.S. Min. Max.	Elem. Min.
9	23,016	33,660	19,456 32,508				20,508 33,770
10	19,342	31,925	19,825 32,598	18,799	30,705	20,404	34,025
11	18,899	32,129	19,303 32,456	18,217	31,578	20,102	34,312
12	17,887	32,454	18,047 32,655	18,677	31,983	18,540	33,269
13			(1)			18,823	33,733
Average	19,108	32,114	19,400 32,539	18,589	31,284	19,947	34,050

● Category A3/Group 3				● Category A4/Group 4			
Yrs. to Max.	Elem. Min.	Max.	R.C.S.S. Min. Max.	Elem. Min.	Max.	R.C.S.S. Min. Max.	Elem. Min.
9			21,514 36,267				22,434 38,001
10	22,721	37,580	22,436 38,457	20,968	36,659	22,901	39,587
11	21,562	37,631	22,220 38,205	21,362	36,163	23,153	40,245
12	21,571	37,890	21,562 38,320	21,411	37,365	22,447	40,165
13	20,282	36,803	21,625 37,069	19,948	37,220	21,081	38,480
14			(1)			23,246	39,691
Average	21,652	37,663	22,023 38,166	21,219	36,856	22,727	40,046

*Number of grade

NOTES:
1. Salaries have not been weighted by the distribution of teachers on the grid.
2. Split grids have been annualized; if the number of years to reach maximum has changed, table reflects greater number of years.

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Method of Placement

TABLE 2 Method of Category Placement-Qualifications Evaluation Council of Ontario (QECCO)

QECCO Programs*	Elem. No. X	R.C.S.S. No. X
QECCO 2	3 15.8	- 0.0
QECCO 3	13 68.4	13 86.6
QECCO 4	1 5.3	- 0.0
QECCO 4 with § Qual.	- 0.0	1 6.7
Outlined in Agree.	2 10.5	1 6.7

Agreements 19 100.0 15 100.0

*May be supplemented through modifications and/or exemptions or may be specific QECCO Programs

TABLE 3 Method of Category Placement-Ontario Secondary School Teachers' Federation (OSSTF)

OSSTF Cert. #	Sec. No. X
OSSTF 5	1 6.3
OSSTF 6	13 81.2
Not Spec.	2 12.5
Agreements	16 100.0

*May be supplemented through modifications and/or exemptions

Method of Salary Payment

TABLE 6 Method of Payment of Principals' Salaries

Method of Payment	Elem. No. X	Sec. No. X	R.C.S.S. No. X
Grid + Allow.	10 52.6	- 0.0	12 80.0
Criteria:			
No Diff.	-	-	-
Sch. Type/Size	8	-	7
Sch. Type/Size and Exp.	3	-	3
Sch. Type/Size and Qual.	1	-	1
Sch. Type/Size and Exp. and Qual.	-	-	1
Other	-	-	1
Sep. Grid	7 36.8	16 100.0	3 20.0
Criteria:			
Yrs. of Exp.	3 18	1	-
Exp. and Qual.	-	-	-
Sch. Type/Size and Exp.	1	3	-
Sch. Type/Size and Exp. and Qual.	3	-	1
Other	-	-	1
Tch. & Sep. Grids	1 5.3	- 0.0	- 0.0
Flat § Amt.	1 5.3	- 0.0	- 0.0
Agreements	19 100.0	16 100.0	15 100.0

Allowances

TABLE 4 Cost-of-Living

Cost-of-Living Provision	Elem. No. X	Sec. No. X	R.C.S.S. No. X
Provision	8 42.1	7 43.7	3 20.0
Allow. Only	6	3	-
Hold-in Only*	-	-	1
Allow. and Hold-in*	3	4	2
Provision not in Effect	- 0.0	- 0.0	- 0.0
No Provision	11 57.9	9 56.3	12 80.0
Agreements	19 100.0	16 100.0	15 100.0

*Adjustment to salary grid.

TABLE 5 Master's Degree

Allowance (\$)	Elem. No. X	Sec. No. X	R.C.S.S. No. X
Less than \$500	- 0.0	- 0.0	- 0.0
500-549	1 5.3	2 12.5	2 13.3
550-599	1 5.3	1 6.3	- 0.0
600-649	3 15.8	- 0.0	- 0.0
650-699	4 21.1	4 25.0	- 0.0
700-749	- 0.0	3 18.7	- 0.0
750-899	2 10.5	5 28.2	1 6.7
900 or more	2 10.5	1 6.3	- 0.0
No Allow.	6 31.5	- 0.0	12 80.0
Agreements	19 100.0	16 100.0	15 100.0

TABLE 7 Method of Payment of Vice-Principals' Salaries

Method of Payment	Elem. No. X	Sec. No. X	R.C.S.S. No. X
Grid + Allow.	16 84.2	- 0.0	13 86.6
Criteria:			
No Diff.	7	-	3
Yrs. of Exp.	6	-	2
Sch. Type/Size	3	-	6
Sch. Type/Size and Exp.	-	-	1
Sch. Type/Size and Qual.	-	-	1
Other	1	-	-
Sep. Grid	1 5.3	15 93.7	1 6.7
Criteria:			
Yrs. of Exp.	-	16	-
Yrs. of Exp. and Qual.	1	-	1
Teacher and Sep. Grids	- 0.0	- 0.0	- 0.0
Flat § Amt.	- 0.0	- 0.0	- 0.0
Not. Spec.	2 10.5	1 6.3	1 6.7
Agreements	19 100.0	16 100.0	15 100.0

Employee Benefit Plans

TABLE 8 Board Subsidization of Employee Benefit Plans

Board Subsid. (\$)	Elem. No. X	Sec. No. X	R.C.S.S. No. X
a) OHIP			
0*	1 5.3	1 6.3	- 0.0
75	1 5.3	1 6.3	1 6.7
80	5 26.3	2 12.5	2 13.3
85	3 15.7	1 6.3	2 13.3
90	3 15.7	3 18.6	1 6.7
95	- 0.0	- 0.0	2 13.3
100	6 31.7	8 50.0	7 46.7

b) Extended Health

75	- 0.0	- 0.0	2 13.3
80	3 15.8	1 6.3	2 13.3
85	3 15.8	1 6.3	1 6.7
90	2 10.5	1 6.3	1 6.7
95	- 0.0	- 0.0	1 6.7
100	7 36.8	10 62.4	5 33.3
No Plan	4 21.1	3 18.7	3 20.0

c) Dental

0*	- 0.0	1 6.3	- 0.0
50	1 5.3	1 6.3	2 13.3
75	1 5.3	- 0.0	1 6.7
80	3 15.8	3 18.7	3 20.0
85	3 15.8	1 6.3	- 0.0
90	2 10.5	1 6.3	2 13.3
95	2 10.5	- 0.0	2 13.3
100	6 31.5	4 43.6	3 20.0
No Plan	1 5.3	2 12.5	1 6.7

d) Long-Term Disability

0*	9 47.4	7 43.7	11 73.3
50	- 0.0	2 12.5	- 0.0
75	1 5.3	- 0.0	1 6.7
85	1 5.3	- 0.0	- 0.0
95	- 0.0	- 0.0	1 6.7
100	4 21.0	4 25.0	- 0.0
Flat § Amt.	- 0.0	1 6.3	- 0.0
No Plan	4 21.0	2 12.5	2 13.3

e) Group Life Insurance

50-70	- 0.0	- 0.0	3 20.0
75	1 5.3	2 12.5	2 13.3
80	2 10.5	1 6.3	1 6.7
85	2 10.5	1 6.3	- 0.0
90	1 5.3	1 6.3	- 0.0
95	- 0.0	- 0.0	1 6.7
100	13 68.4	11 68.6	8 53.3

f) Limitation on Employee Benefit Subsidy

Agreements	19 100.0	16 100.0	15 100.0
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*Plan exists; Board does not contribute towards payment of premium.

Retirement Gratuity

TABLE 9 Retirement Gratuity

Retirement Gratuity	Elem. No. X	Sec. No. X	R.C.S.S. No. X
Provision	18 94.7	14 87.5	14 93.3
Payment Credit:			
Supern. Only	12	12	9
Ed. Discretion	1	-	1
Learning Prof.	1	-	2
Spec. Age.	4	2	2
Health	4	-	2
Other	1	1	1
Min. Serv. Req'd:			
One Year, Unspec.	3	2	3
5 Yrs.	3	1	-
10 Yrs.	12	13	6
15-20	1	-	3
Payable to Estate	14	13	10
Death Benefit	2	1	4
Phasing Out	2	1	-
Other Limitation	6	7	4
No Provision	1 5.3	2 12.5	1 6.7
Agreements	19 100.0	16 100.0	15 100.0

*Not mutually exclusive

Leave Plans

TABLE 10 Cumulative Sick Leave (C.S.L.)

C.S.L.*	Elem. No. X	Sec. No. X	R.C.S.S. No. X
Provision	19 100.0	16 100.0	15 100.0
Max. Days Abs.			
Less than 200	-	-	-
200-219	2	4	2
220-239	4	4	2
240-259	7	5	2
260	-	1	1
No Max.	1	-	1
Unrise	-	1	-
No Accum.	-	-	-
No Provision	- 0.0	- 0.0	- 0.0
Agreements	19 100.0	16 100.0	15 100.0

*For sick leave purposes.

TABLE 11 Extended Absence

Extended Absence	Elem. No. X	Sec. No. X	R.C.S.S. No. X
Provision	13 68.4	11 68.7	13 86.7
Min. Serv. Req'd:			
2-4	6	1	-
5+	-	-	2
Not Specified	8	10	11
No Provision	6 31.6	5 31.3	2 13.3
Agreements	19 100.0	16 100.0	15 100.0

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Leave Plans (cont'd)

TABLE 12 Sabbatical

Sabbatical Leave*	Elem. No. X	Sec. No. X	R.C.S.S. No. X
Provision	15 78.9	14 87.5	15 100.0
Min. Serv. Req'd.:			
1, 5	7	4	2
6	2	4	2
7	2	2	2
10	2	2	2
Not Spec.	2	2	2
Basic Salary (%):			
10	2	1	2
25-70	2	1	2
75	7	4	2
80-100	3	2	2
Other	2	2	2
Not Spec.	1	1	2
Subseq. Serv. Req'd.:			
1, 5	1	3	6
6	1	2	10
Other	1	2	2
Not Spec.	1	1	2
Det. of Max. No. of Leaves Spec.:			
% of Staff	2	2	1
No. of Staff	12	10	4
By Discretion	2	2	2
Other	1	4	2
No Provision	4 21.1	2 12.5	0 0.0
Agreements	19 100.0	16 100.0	15 100.0

*Provision with longest specified period of absence.

TABLE 13 Maternity, Adoption, Paternity

Leave Provisions	Elem. No. X	Sec. No. X	R.C.S.S. No. X
a) Maternity*	14 73.7	9 56.3	11 73.3
Max. Leave:			
1 Sch. Yr.	2	1	1
2 Sch. Yrs.	2	2	2
Other	2	2	2
b) Adoption	16 84.2	15 93.8	13 86.7
c) Paternity	10 52.6	10 62.5	11 73.3
Agreements	19 100.0	16 100.0	15 100.0

*Beyond provisions of Employment Standards Act.

TABLE 14 Negotiations, Federation Business

Leave Provisions	Elem. No. X	Sec. No. X	R.C.S.S. No. X
Long-term, for Br. Aff. Off.*	7 36.8	9 56.2	6 40.0
Short-term, for Fed. Bus. Negotiations	8 42.1	7 43.8	11 73.3
Agreements	3 15.8	2 12.5	1 6.7
Agreements	19 100.0	16 100.0	15 100.0

*Defined as 6 or more days.

Working Conditions

TABLE 15 Class Size, Pupil-Teacher Ratio (P.T.R.)

Class Size, P.T.R.	Elem. No. X	Sec. No. X	R.C.S.S. No. X
a) Class Size	4 21.1	6 37.5	3 20.0
Status:			
Mandatory	2	3	2
Optional	2	3	1
Spec. No.:			
One	1	2	3
More than One	1	2	2
Combination	1	1	2
No Class Size	15 78.9	10 62.5	12 80.0
b) P.T.R.	7 36.8	13 81.2	4 26.7
Status:			
Mandatory	7	12	2
Optional	2	1	2
Spec. No.:			
One	1	6	1
More than One	2	7	2
No P.T.R.	12 63.2	3 18.8	11 73.3
Agreements	19 100.0	16 100.0	15 100.0

TABLE 16 Workload

Workload Provisions	Elem. No. X	Sec. No. X	R.C.S.S. No. X
Teachers	9 47.4	11 68.7	8 53.3
Instruct. Load	2	2	2
Non-Time Superv.:			
Req'd.	2	2	2
Exempt.	2	2	2
Both	2	2	2
Other Superv.:			
Req'd.	2	1	1
Exempt.	2	2	2
Both	2	2	2
Principals	5 26.3	0 0.0	3 20.0
Vice-Principals	4 21.1	1 6.3	2 13.3
Other Positions of Resp.	2 10.5	0 0.0	2 13.3
Agreements	19 100.0	16 100.0	15 100.0

Table 17 Staff Allocation

Staff Allocation Provisions	Elem. No. X	Sec. No. X	R.C.S.S. No. X
Principals	1 5.3	6 37.5	3 20.0
Vice-Princ.	6 31.6	7 43.7	2 13.3
Other Pos.	1 5.3	13 81.2	1 6.7
Of Resp.	1 5.3	11 68.7	1 6.7
Guides, Teachers	6 31.6	3 18.8	5 33.3
Para-Prof./Teacher Aides	3 15.8	2 12.5	2 12.5
Secret'l Ass't.	2 10.5	0 0.0	2 13.3
Agreements	19 100.0	16 100.0	15 100.0

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Surplus/Redundancy

TABLE 18 Surplus/Redundancy

Surplus/Redundancy	Elem. No. X	Sec. No. X	R.C.S.S. No. X
Provision	17 89.5	16 100.0	15 100.0
Restores Considered:			
Seniority	17	14	16
Posting	11	12	15
Consens. Bd. Exp.	17	11	2
Total Bd. Exp.	17	12	21
Total Exp.	16	11	7
Other	1	1	2
Type of Contract	12	10	14
Qualifications	16	14	15
Effectiveness	1	2	4
Board Decree	17	15	16
Other	2	2	4
Accommodation:			
Priority Transfer	17	16	13
Idem. Displace	3	2	2
Unlin. Displace	2	2	2
Priority Reloc.	3	7	2
Options in Lieu of Layoff:			
Perm. Supply	2	7	2
Retaining	1	4	2
Substantial	2	2	2
Spec. Assign.	2	1	2
Br. Aff.	2	2	2
Spec. Plan	2	2	2
Leave of Abs.	2	2	2
Def. Salary**	12	12	2
Rad. Teaching	1	7	4
Options at Layoff:			
Priority Summary/Cons. Bd. School	2	2	2
Priority Recall	4	3	4
Priority Recall	16	14	13
Separation Allow.	7	7	2
Early Retire. **	1	7	2
Other options	2	2	2
No Provision	2 10.5	0 0.0	0 0.0
Agreements	19 100.0	16 100.0	15 100.0

*Not mutually exclusive **Not necessarily in S/R Provision

Agreement List

TABLE 21 List of Agreements** Included in the Overview by Agreement Code Number

Elementary	Secondary	R.C.S.S.
001 012 037 040* 088*	090 091	168 179 180* 192*
002 014* 038 041*	105 118* 131 143	169 171* 181*
003 029 042* 055*	106 122 132 144	170 172* 182*
004 018* 045* 056 070	107 120* 133 147	171 173 183*
005 020* 046 060* 073	108 121* 134 148	172 174 184*
006 021 035 036 049 050 083* 078*	109 122* 135 149 160* 163*	173 175 185*
007 022 036 049 050 083* 078*	110 123* 136 150 161* 164*	174 176 186*
008 023 037 040* 088*	111 124* 137 151 162* 165*	175 177 187*
009 024 038 041* 089*	112 125* 138 152 163* 166*	176 178 188*
010 025 039 042* 090*	113 126* 139 153 164* 167*	177 179 189*
011 026 040 043* 091*	114 127 140 154 165* 168*	178 180 190*

*Teacher salary grid data only.
**Additions italicized.

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Provincial Overview



Collective Bargaining between School Boards and Teachers, 1982-83

Vol. 4 No. 1 Education Relations Commission September 1982

1982-83 Negotiations Update

Settlements: As of August 31, 1982, 105 (52.5%) of 200 possible sets of negotiations are settled for 1982-83 (39 Elementary, 39 Secondary and 34 RCSS), or 58 (38.1%) of the 152 situations actually negotiating in this round of bargaining. (47 situations negotiated multi-year agreements in previous rounds of bargaining and one situation is not yet settled for 1982-83). The comparable rates for 1981-82 this time last year were 60.0% and 42.7% respectively. Of the 58 settlements, only three are for terms exceeding one year's duration.

Mediation: The trend towards increased use of pre-fact finding mediation continues this year. To date 30 situations have had a mediator appointed and of these, two situations have subsequently settled.

Fact Finding: Fact finding appointments have been made in 1 Elementary (Carleton) and 4 Secondary (Carleton, Hearst, Sault Ste. Marie and Sudbury) situations.

ERC Expands Coverage of Salary Increases

As a direct result of requests from local and provincial parties, this and subsequent issues of the Overview will include expanded coverage of average annualized on grid salary increases (see enclosed Supplement). This more comprehensive analysis of salary settlements includes the following:

- A more detailed breakdown in regard to year of agreement in effect (e.g., one-year settlements distinguished from 1st year of multi-year agreements).
- Salary settlements in the current round of bargaining reported by month of settlement.
- Reporting on an "all agreements combined" basis.

1981-82 in Review

As of date of publication, Oxford Secondary is the only remaining situation outstanding for the 1981-82 round of bargaining. (Last Spring the teachers asked 712 in favour of strike, but no sanction activity has occurred.) Of the 138 situations negotiating in 1981-82, 79 settlements were reached without formal ERC assistance, 44 fact finders were appointed (including 2 each in Simcoe Secondary and Carleton RCSS) and 48 situations experienced mediation during at least one stage of the bargaining process. Four situations - Leeds and Grenville Secondary, West Parry Sound Secondary, Carleton RCSS - OCTA and Carleton RCSS - AEFO - concluded negotiations after experiencing sanctions, and five settlements were achieved through voluntary binding arbitration.

Inquiries concerning this publication or any Commission activities should be addressed to: The Education Relations Commission, 111 Avenue Road, Suite 400, Toronto, Ontario M5R 3J8 (416) 922-7679

Publications Available

a) Included in this mailing:

- 1981-82 Individual Summaries: 8th Update
- 1982-83 Individual Summaries: 2nd Update
- Grievance Arbitration, September 1982

b) Available on request:

- Monograph # 26: Historical Analysis of Collective Agreements, 1975-76 to 1981-82

A seven-year statistical summary of major provisions negotiated by the parties, tabulated by board type. Includes all salary, employee benefit, working conditions and job security provisions as reported in the Overview Tables. Highlights from the publication include the following:

- In 1975-76 the most common level of board contribution to employee benefits was 70-75%; by 1981-82 the level had increased to 100%.
- The slow trend towards "grandfathering" the retirement gratuity continues, except in the secondary panel where little if any change has occurred.
- A majority of agreements contain extended maternity, adoption and paternity leave provisions; RCSS agreements are much more likely to contain paternity leave provisions than either elementary or secondary agreements.
- Leaves for federation business and negotiations are gradually becoming more common, although secondary agreements are more likely to contain long-term leaves for federation business than either elementary or RCSS agreements.
- The percentage of agreements containing large size provisions has increased only slightly since 1975-76. However, pupil-teacher ratio clauses are more frequently found in the agreements and, unlike class size provisions, a significant majority are mandatory.

Monograph # 27: Interest Arbitration: An Examination of the Process and Awards under the School Boards and Teachers Collective Negotiations Act, 1975-76 to 1981-82

An analytical summary of all interest arbitration awards issued since the passage of the legislation. The publication includes extensive extracts from the awards, related to both procedural matters and substantive issues in dispute. Highlights of arbitral rationale and the criteria applied in reaching a particular decision are also included.

Notes

- William Marcotte's Carleton OCTA and Carleton AEFO interest arbitration awards have been filed with the Commission.
- The following correction should be made to Teacher Placement 1982:

Carleton Elementary FTE Enrolment: 21,287

Overview

Supplement

September 1982

Average Annualized On-Grid Salary* Dollar and Percentage Increases, 1982-83 over 1981-82 (Weighted by the January 1982 Grid Distributions) by Term of Agreement/Year in Effect and by Month of Settlement

	Elementary			Secondary			RCSS			All Agreements		
	\$	\$	n	\$	\$	n	\$	\$	n	\$	\$	n
Term of Agreement/Year in Effect												
One Year												
COLA	9.4	2499	1	-	-	-	-	-	-	9.4	2499	1
No COLA	11.6	3160	18	11.4	3658	14	10.7	2887	15	11.1	3133	47
Total	11.4	3114	19	11.4	3658	14	10.7	2887	15	11.1	3117	48
1st of 2-Yr												
COLA	-	-	-	-	-	-	-	-	-	-	-	-
No COLA	11.7	3172	3	11.2	3575	1	9.7	2596	3	10.9	3058	7
Total	11.7	3172	3	11.2	3575	1	9.7	2596	3	10.9	3058	7
1st of 3-Yr												
COLA	-	-	-	-	-	-	-	-	-	-	-	-
No COLA	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-	-
2nd of 2-Yr												
COLA	11.4	3165	8	11.5	3753	6	10.4	3049	1	11.4	3407	15
No COLA	10.3	2812	7	11.3	3657	7	11.5	3131	9	11.1	3213	23
Total	10.6	2956	15	11.3	3689	13	11.4	3126	10	11.1	3269	38
2nd of 3-Yr												
COLA	-	-	-	4.8	1632	1	7.0	1692	1	5.1	1639	2
No COLA	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	4.8	1632	1	7.0	1692	1	5.1	1639	2
3rd of 3-Yr												
COLA	-	-	-	-	-	-	-	-	-	-	-	-
No COLA	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-	-
All Agreements												
COLA	11.1	3063	9	9.9	3257	7	9.7	2756	2	10.5	3129	18
No COLA	11.2	3041	28	11.3	3653	22	10.9	2953	27	11.1	3159	77
Total	11.2	3046	37	11.0	3552	29	10.9	2947	29	11.0	3154	95
Month of Settlement**												
April	10.1	2562	1	12.7	4002	1	-	-	-	10.3	2683	2
May	12.0	3267	6	-	-	-	11.8	2964	4	11.9	3154	10
June	11.6	3148	14	11.4	3654	13	10.5	2854	14	11.0	3110	41
July	10.6	2929	1	11.2	3575	1	-	-	-	10.9	3232	2
Total	11.5	3121	22	11.4	3649	15	10.6	2863	18	11.1	3110	55

*Excluding increment and cost of living (COL) payments.

**Includes only those agreements for situations bargaining in the 1982-83 round of negotiations. Figures are subject to change.